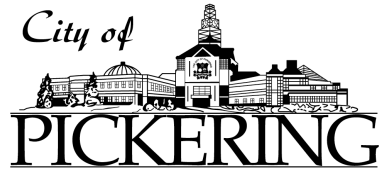




## **2012-2016 Accessibility Plan**



## **Five Year Accessibility Plan January 2012 – December 2016**

### **Section 1: Municipal Jurisdiction(s) Participating in this Plan**

City of Pickering

**Address:**

Pickering Civic Complex  
One The Esplanade  
Pickering, ON L1V 6K7

**Key Contact:**

Prem Noronha-Waldriff  
Coordinator, Community Recreation Programs  
905.420.4660 ext. 3229  
[pnoronha-waldriff@cityofpickering.com](mailto:pnoronha-waldriff@cityofpickering.com)

The City of Pickering is Toronto's eastern neighbour and home to a growing community that blends business opportunities, cultural diversity and historical rural settings with a picturesque Lake Ontario waterfront.

The City of Pickering is committed to making Pickering an attractive place in which to live, work and invest. Within 22,652 hectares, the City of Pickering boasts top-quality municipal sports fields and recreation programs, quarter-million square foot

recreation complex, 19<sup>th</sup> century interpretive museum, libraries, many community and neighbourhood parks, conservation areas, new waterfront facilities and hiking trails.

Pickering's estimated population stood at 93,315 in 2010. The Corporation of the City of Pickering employs 398 staff to meet the needs of its residents. The City of Pickering's main administration building is located at the Pickering Civic Complex, One The Esplanade in Pickering and can be reached at 1.866.683.2760 or TTY 420.1739. The Corporation also maintains satellite facilities for Library Services, Fire Services, Recreation Complex, Community Centres, Pickering Museum Village, Bentley House, and an Operations Centre.

The Corporation operates within five (5) departments headed by the Chief Administrative Officer and they include:

#### Office of the CAO

- Administration & Customer Care
- Human Resources Division
- Legal & Legislative Services Division
- Fire Services Division

#### Office of Sustainability

- Marketing & Business Development
- City & Economic Development
- Sustainability
- Website

#### Corporate Services Department

- Finance & Taxation
- Accounting Services
- Supply & Services
- Information Technology
- Internal Audit

#### Community Services Department

- Culture & Recreation Division
- Engineering Services Division
- Operations & Fleet Services

#### Planning & Development Department

- Information & Support Services
- Development Control
- Building Services
- Policy
- Development Review & Urban Design

Library Services are the responsibility of the Pickering Public Library Board, which is appointed by Pickering Council.

### **Section 2: Other Organizations & Agencies Participating in this Plan**

None

### **Section 3: Consultation Activities**

#### City of Pickering staff

- A team of Pickering Staff reviewed the operation of their area as it relates to the Integrated Accessibility Standards
- Actions required to meet those standards by the prescribed deadlines were summarized and reflected in the 5 Year Accessibility Plan
- In the absence of the final approved Accessible Built Environment Standard, staff identified existing facility upgrades that are required (as identified in the 2000 City of Pickering Accessibility Audit and by Staff). Roads upgrades are scheduled as major road rehabilitation projects are scheduled. Those concerns of various roads or intersections that are brought forward by residents and/or staff are dealt with on an individual basis.

#### City of Pickering Accessibility Advisory Committee (PAAC)

- Completed a review of the draft Five Year Accessibility Plan (2012-2016) at their committee meeting on November 2, 2011 and provided comments.

#### Section 4: Accessibility Plan CORE Team

Working Group Member	Department/Division Represented	Contact Telephone/TTY & Email
Marisa Carpino	Culture & Recreation	Phone: 905.420.4660 ext. 3223 mcarpino@pickering.ca
Prem Noronha-Waldriff	Culture & Recreation	Phone: 905.831.1711 ext. 3229 TTY: 831.8604 pnoronha-waldriff@pickering.ca
Mike Dwinnell	Facilities Operations	Phone: 905.420.4660 ext. 3250 mdwinnell@pickering.ca
Dave Marlowe	Culture & Recreation	Phone: 905.420.4660 ext. 3272 dmarlowe@pickering.ca
Jody Morris	Culture & Recreation	Phone: 905.420.4660 ext. 3601 jmorris@pickering.ca
Michelle Montgomery	Human Resources	Phone: 905.420. 4645 mmontgomery@pickering.ca
Judy Hodgson	Customer & Administrative Services	Phone: 905.420.4648 ext. 2165 TTY: 420.1739 jhodgson@pickering.ca
Community Emergency Management Coordinator John Hagg	Fire Services Community Emergency Management Program	Phone: 905.839.9968 ext. 8503 jhagg@pickering.ca

**Section 4: Accessibility Plan CORE Team Continued**

Working Group Member	Department/Division Represented	Contact Telephone/TTY & Email
John Storms	Information Technology	Phone: 905.420.4630 ext. 2163 jstorms@pickering.ca
Grant Smith	Operations and Fleet Services Division	Phone: 905.683.7575 ext. 5244 gsmith@pickering.ca
Gilbert Boehm	Pickering Public Library	Phone: 905.831.6265 ext. 6225 gilbertb@picnet.org TTY: 905.831.2789
Kathy Williams	Pickering Public Library	Phone: 905.831.6265 ext. 6251 kwilliams@picnet.org TTY: 905.831.2789
Kim Thompson	Municipal Law Enforcement	Phone: 905.420.4660 ext. 2187 kthompson@pickering.ca

## **Section 5: Accessibility Standards Review**

The *Ontarians with Disabilities Act, 2001* (ODA) received Royal Assent on December 14, 2001. The purpose of the *Ontarians with Disabilities Act, 2001* (ODA) is to improve opportunities for people with disabilities and to provide for their involvement in the identification, removal, and prevention of barriers to their full participation in the life of the province. Under the *Act*, all municipalities are required to prepare annual accessibility plans, make the plans public and consult persons with disabilities.

The Accessibility for Ontarians with Disabilities Act, 2005 (AODA) became law on June 13, 2005. Under this landmark legislation, the government of Ontario will develop mandatory accessibility standards that will identify, remove and prevent barriers for people with disabilities in key areas of daily living. The standards will apply to private and public sector organizations across Ontario.

The province has been working with representatives from the disability community, as well as public and private sector organizations to develop accessibility standards. Standards were developed to achieve real results in stages. They set milestones that must be reached every five years or less, so that Ontario is accessible to people with disabilities by 2025.

The five standard areas under the AODA include: **Customer Service; Information and Communications; Employment; Transportation; and Built Environment.** All of the standards (with the exception of the Built Environment Standard) have been developed and are now law.

**Customer Service Standard** is the first standard developed to become a regulation. It came into force on January 1, 2008 and is now the law. Public sector organizations were required to comply by January 1, 2010. Private sector organizations will be required to comply by January 1, 2012. The standard addresses business practices and training needed to provide better customer service to people with disabilities.

**Integrated Accessibility Regulation** is an amalgamation of the Information and Communications Standard, Employment Standard, and Transportation Standard. The Integrated Accessibility Standards became law on June 3, 2011 with a variety of compliance dates ranging from 2011 to 2021.

**Accessible Information and Communications Standards** address the removal of barriers in access to information. The standards include information being provided in person, through print, a website or other means.

**Employment Accessibility Standards** address paid employment practices relating to employee-employer relationships, which include recruitment, hiring, and retention policies and practices.

**Accessible Transportation Standards** have been identified as crucial for people with disabilities. Access to transportation is needed for going to work or school, shopping and other aspects of daily life. This standard is to address aspects of accessible public transportation.

**Accessible Built Environment Standard** is the fifth standard and addresses access into and within buildings and outdoor spaces and are expected to build on Ontario's Building Code. The standards could include things like counter height, aisle and door width, parking, and signs. The Accessible Built Environment Standard is still in the review stage with the Ministry and is not yet law.

The core staff team met on several occasions in 2011 to become familiar with the Integrated Accessibility Regulations and the prescribed timelines. The core staff team have contributed to this 5 Year Accessibility Plan (2012-2016) that will position the City of Pickering to achieve compliance.



## **Section 6: Five Year Accessibility Plan (2012-2016)**

### **Customer Service Standard**

The City of Pickering has been in compliance with this standard by the prescribed timeline of January 1, 2010.

### **Integrated Accessibility Standards**

#### **General:**

The City of Pickering is committed to meeting the requirements of the AODA and working with our partners to provide an accessible Pickering by 2025. As such, the City of Pickering has already and will continue (through the process of the Five Year Accessibility Plan) to develop, implement and maintain policies governing how the organization will achieve accessibility. This Five Year Accessibility Plan (2012-2016) will be available at the Pickering Public Library and the Customer Care Centre. It will also be available electronically on the City of Pickering website [cityofpickering.com](http://cityofpickering.com). This Five Year Accessibility Plan (2012-2016) will be provided in an accessible format upon request.

The Core staff team will annually review and prepare a status report of the Five Year Accessibility Plan (2012-2016) which will also be made available to the public. In the coming years, the Core staff team will prepare a subsequent Five Year Accessibility Plan for 2017 to 2021.

As mentioned earlier, the Pickering Accessibility Advisory Committee were consulted and provided their input to the draft Five Year Accessibility Plan (2012-2016) at their meeting on November 2, 2011.

City of Pickering staff, volunteers and persons who provide goods and services on behalf of the City of Pickering do receive some form of Accessibility training. In the procurement of goods, services, facilities and self-kiosks, the City of Pickering will develop a procedure to incorporate accessibility criteria and features as appropriate by the compliance date of January 2013. A resource to staff will be the Industry Canada's Accessible Procurement Toolkit ([www.apl.gc.ca/](http://www.apl.gc.ca/)) which provides technical information, specifications, tutorials and demonstrations on how to purchase mainstream accessible products and services.

**Information and Communications Standards:**

Compliance Date	Legislated Requirement	Area of Responsibility	Action Plan or Status with Budget Implications
January 2012	Emergency Procedure, Plans or Safety information: provide or arrange for provision of accessible formats and communication supports for persons with a disability, as soon as is practical upon request	Fire Services	<p>Fire Services will provide this information in accessible formats upon request.</p> <p>Fire Services staff is also able to handout material in different languages, upon request. Fire Services staff are also looking to record material to voice.</p>
January 2013	Public Libraries to provide access to or arrange for provision of access to accessible materials where they exist; post information about accessible materials publicly (website, on site, promotional materials); encouraged to provide accessible formats for archival materials, special collections, etc.	Pickering Public Library	<p>The Pickering Public Library will ensure that clients are informed about the Library's ability to obtain access to accessible materials (large print, daisy reader titles, audiobooks, ebooks) where they exist – on our website, through signs and via handouts.</p> <p>Digitization of local history collection will continue to ensure that this collection is accessible.</p> <p>Library Services has acquired a book magnifier.</p>

**Information and Communications Standards Continued:**

Compliance Date	Legislated Requirement	Area of Responsibility	Action Plan or Status with Budget Implications
2014	Public Feedback Process: Provide or arrange for provision of accessible formats and communication supports for persons with a disability upon request. Notify the public of the availability of accessible formats and communication supports for the feedback process	Pickering Public Library,  Customer Care	Public Feedback Process will be outlined in the Customer Service Accessibilities Policy (public policy) and Communications Policy (administrative policy). Feedback support will be arranged through Library Administrative Assistants from 9-5 and through front desk staff after hours.  The City of Pickering is in compliance. Individual requests can be handled at the department level. The Customer Care Centre is a point of contact for the public for information, and assistance in obtaining accessible documents and formats for the feedback process.
2014	New internet websites and content to conform to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 initially at level A	Pickering Public Library,  Office of Sustainability	New Library website to be implemented by December 2013 to meet this new standard.  Website will be W3C compliant by December 2012.

### Information and Communications Standards Continued:

Compliance Date	Legislated Requirement	Area of Responsibility	Action Plan or Status with Budget Implications
January 2015	Accessible Formats and Communication: Provide or arrange for provision of accessible formats and communication supports for persons with a disability upon request; in a timely manner taking into account the person's accessibility needs; at a cost no more than charged by other persons.	Pickering Public Library,  Customer Care	The City of Pickering is in compliance. Upon request, Library Administrative Assistants will determine the needs of client and accommodate as appropriate.  The City of Pickering is in compliance. Individual requests are handled at the department level. The Customer Care Centre is a point of contact for the public for information, and assistance in obtaining accessible documents and formats.
2015	Consultation: Consult with the person making the request to determine the suitability of a format. Notify the public of the availability of accessible formats and communication supports	Pickering Public Library & Customer Care	The City of Pickering is in compliance. Notification is posted in city facilities and at cityofpickering.com. The City of Pickering is in compliance. City of Pickering public documents indicate " <b>Alternate formats available upon request at 905.683.7575</b> ".  \$2,500 is in the 2012 current budget (2711.2210) to provide alternate formats.
2021	All internet websites & content to conform to World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 Level AA, exceptions success criteria 1.2.4 & 1.2.5	Pickering Public Library,  Office of Sustainability	Library website will be developed to meet this new standard prior to the deadline.  Pickering website will meet the appropriate standard by December 2012.



**Employment Standards Continued:**

\*refers to employees, not volunteers or other non-paid individuals

Compliance Date	Legislated Requirement	Area of Responsibility	Action Plan or Status with Budget Implications
2012	Review of Individualized Emergency Response Plan: when the employee moves to a different location in the organization, when the employee's overall accommodation needs are reviewed, when the employer reviews its general emergency response policies.	Pickering Public Library  Human Resources, City of Pickering	Manager of HR and Administration will review plan if the employee is relocated to a different library branch.  Human Resources staff will review plan if the employee is relocated to a different library branch.

**Employment Standards Continued:**

\*refers to employees, not volunteers or other non-paid individuals

Compliance Date	Legislated Requirement	Area of Responsibility	Action Plan or Status with Budget Implications
2014	<p>Recruitment Process: Notify employees and public about the availability of accommodation for applicants with disabilities.</p> <p>Selection &amp; Assessment Process: Notify job applicants, when individually selected, that accommodations are available upon request in relation to materials or processes to be used.</p> <p>Consult with the applicant and provide or arrange to provide suitable accommodation in a manner that takes into account the applicant's accessibility needs.</p> <p>When making offer of employment, notify the successful applicant of its policies for accommodating employees with disabilities.</p>	<p>Human Resources, City of Pickering</p> <p>Human Resources, City of Pickering</p> <p>Human Resources, City of Pickering</p> <p>Pickering Public Library</p>	<p><b>Alternate formats available upon request at 905.683.7575.</b></p> <p>Human Resources staff will incorporate this statement on the Employment Applications Forms as of January 2013.</p> <p>This information will be made available on the City's website as of January 2013.</p> <p>Human Resources staff will develop an Accessible Employment Policy (as of January 2013) that covers recruitment and ensures that it is followed in the actual recruitment process.</p> <p>The Manager of HR and Administration will develop an Accessible Employment Policy (as of January 2013) that covers recruitment and ensures that it is followed in the actual recruitment process.</p>

**Employment Standards Continued:**

\*refers to employees, not volunteers or other non-paid individuals

Compliance Date	Legislated Requirement	Area of Responsibility	Action Plan or Status with Budget Implications
2014	Notify all employees of updates to policies	Pickering Public Library,  Human Resources, City of Pickering	Manager of HR and Administration will review the Accessible Employment Policy with all Library staff as of December 2013 and provide updates as required thereafter. As policies are updated, the Clerk's Section provides electronic notification to all staff as well as providing hardcopies in designated area.
2014	Accessible Formats: Consult with employee to provide or arrange for provision of suitable accessible formats and communication supports for information needed to perform their job or information that is generally available to employees in the workplace.	Pickering Public Library and Human Resources, City of Pickering	As of January 2013, Human Resources staff will consult with employees to ensure that accessible formats and communication supports are in place for employees.  Budget implications are unknown because work stations must be set up for individual employees. (magnifiers, special software)  At time of hire and throughout employment with the City, employees will, upon request, be provided with accessible formats.



**Employment Standards Continued:**

\*refers to employees, not volunteers or other non-paid individuals

Compliance Date	Legislated Requirement	Area of Responsibility	Action Plan or Status with Budget Implications
2014	<p>Documented Individual Accommodation Plans: develop a written process for the development of documented individual accommodation plans.</p> <ol style="list-style-type: none"> <li>1. Manner in which the employee can participate in the development of the plan.</li> <li>2. The means by which an employee is assessed on an individual basis.</li> <li>3. The manner in which the employer can request an evaluation by an outside medical or other expert, at the employer's expense, to assist the employer in determining if accommodation can be achieved and, if so, how accommodation can be achieved.</li> <li>4. The manner in which an employee can request the participation of a representative from their bargaining agent, where</li> </ol>	<p>Pickering Public Library and Human Resources, City of Pickering</p>	<p>Human Resources staff will develop and monitor individual accommodation plans as required. The City of Pickering is currently in compliance.</p> <p>In place.</p> <ol style="list-style-type: none"> <li>1. Employee in consultation with the Supervisor, Union and Coordinator, H&amp;S participate in a Work Place Accommodation Meeting to develop a work place accommodation plan.</li> <li>2. Functional Abilities Form or Attending Physicians Form completed by the employees General Practitioner.</li> <li>3. Employer will provided the above noted documentation to the employee for review. Should the information flow/ accuracy of the information require an outside medical doctor the City has a "City Doctor" the employee will be requested to see. Cost is paid by the City.</li> <li>4. When an Accommodation Meeting is initiated by the City, the Coordinator, and H&amp;S will invite a Union Representative to the meeting. It is up to the employee if they would like the</li> </ol>

	<p>the employee is represented by a bargaining agent, or other representative from the workplace, where the employee is not represented by a bargaining agent, in the development of the plan.</p> <p>5. The steps taken to protect the privacy of the employee's personal information.</p> <p>6. The frequency with which the individual accommodation plan will be reviewed and updated and the manner in which it will be done.</p> <p>7. If an individual accommodation plan is denied, the manner in which the reasons for the denial will be provided to the employee.</p> <p>8. The means of providing the individual accommodation plan in a format that takes into account the employee's accessibility needs.</p>		<p>Union Representative to participate.</p> <p>5. The Coordinator, H&amp;S in the Accommodation Meeting will ask the permission of the employee to share the medical/ personal information in the Accommodation Meeting with the Supervisor and Union Representative.</p> <p>6. The Functional Abilities Form/ Attending Physicians Form will have a follow up date and accordingly the Accommodation Plan will reflect this to be the next update and review of the Accommodation Plan. This will continue to ensure the work place Accommodation Plan is safe and suitable.</p> <p>7. Human Resources staff will outline reasons why a plan has been denied and make sure that the means of providing an accommodation plan take into account the employee's accessibility needs. An individual accommodation plan would only be denied for health &amp; safety reasons, or undue hardship on the City.</p> <p>8. Plan will be provided in accessible format</p>
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**Employment Standards Continued:**

\*refers to employees, not volunteers or other non-paid individuals

Compliance Date	Legislated Requirement	Area of Responsibility	Action Plan or Status with Budget Implications
2014	<p>Return to Work: Develop and document a return to work process for employees who have been absent due to a disability and require disability-related accommodations in order to return to work.</p> <p>Process to include the steps the employer will take to facilitate the return to work of employees absent because of disabilities, to include documented individual accommodation plans</p>	<p>Pickering Public Library,</p> <p>Human Resources, City of Pickering</p> <p>Human Resources, City of Pickering</p>	<p>By June 2013, Manager of HR and Administration will ensure that the Library's Return to Work policy ensures that all staff who require a disability-related accommodation receive an individual accommodation plan.</p> <p>Human Resources, City of Pickering, are in compliance. Return to Work accommodations Policy &amp; Procedures in place for Occupational and Non-Occupational disability work place accommodations.</p> <p>Medically certified modified return to work plan are produced in consultation with the employee, union, supervisor and medical information.</p>
2014	<p>Performance Management, Career Development and Redeployment: Where used, shall take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans</p>	<p>Pickering Public Library</p> <p>Human Resources, City of Pickering</p>	<p>By January 2014, Manager of HR and Administration will ensure that the Accessible Standards Policy covers this topic and will ensure that it is followed.</p> <p>By January 2014, Human Resources, City of Pickering will work with department managers to ensure these factors are taken into account.</p>

**Transportation Standards:**

Compliance Date	Legislated Requirement	Area of Responsibility	Action Plan or Status with Budget Implications
2011	<p>Duties of Municipalities, Taxicabs:</p> <p>Ensure that owners and operators of taxicabs are prohibited from charging a higher fare or additional fee for persons with disabilities.</p> <p>Ensure that owners and operators of taxicabs are prohibited from charging a higher fare or additional fee for storage of mobility aids or mobility assistive devices</p>	Municipal Law Enforcement	<p>The City of Pickering is in compliance.</p> <p>Existing Taxicab Licensing By-law establishes taxicab fares. Fees are the same for accessible taxicabs and no additional charges are permitted.</p>
2012	<p>Ensure that owners and operators place vehicle registration and identification information on the rear bumper.</p> <p>Ensure that owners and operators make vehicle registration and identification information available in accessible formats to persons with disabilities who are passengers</p>	Municipal Law Enforcement	<p>The City of Pickering is in compliance. Existing Taxicab Licensing By-law requires Taxicab License Plate issued by the City to be affixed to rear of taxicab. Provides Taxicab License number for identification purposes.</p> <p>Awaiting further clarification as to expectation for other formats of identification.</p>

**Transportation Standards:**

Compliance Date	Legislated Requirement	Area of Responsibility	Action Plan or Status with Budget Implications
2013	Ensure that owners and operators use signage that is consistently shaped, coloured and positioned in vehicles of the same type and text is high colour-contrasted with its background and has the appearance of solid characters.	Municipal Law Enforcement	This section does not apply to Taxicabs
2013	Consult with Pickering Accessibility Advisory Committee, the public and persons with disabilities to determine the proportion of accessible taxicabs required in the community	Municipal Law Enforcement	Initial survey of Accessibility Advisory Committee members has taken place. Public consultation to take place in 2012.
2013	Identify the progress made toward meeting the need for on-demand accessible taxicabs, including any steps that will be taken to meet the need, in its accessibility plan required under Part I	Municipal Law Enforcement	Presently no issue identified with on-demand taxicabs. Three on-demand accessible taxicabs are in service. Public consultation will determine if further action required.

## Built Environment Standard

In the absence a final Built Environment Standard, the City of Pickering will continue to complete facility upgrades as identified in the City of Pickering 2000 Accessibility Audit and as identified by staff.

As for roads upgrades, the City of Pickering installs sidewalks with appropriate curb cuts when major road rehabilitation projects are being completed. These projects are scheduled, in part, based on the road improvement work set out by the Region of Durham. In addition to these major road rehabilitation projects, various Pickering curbs are cut upon the request of the community, the City of Pickering Accessibility Advisory Committee and by staff.

### Year 2012

Task	Cost	Budget Allocation
East Shore Community Centre – Community Room Washroom Renovations	\$200,000	2012 Capital Budget (Account 5701)
General Upgrades – Automatic Door Openers – 4 at Museum, 3 at City Hall (west doors of main committee meeting room, entrance to lunch room, tower meeting room), and 1 at Lawn Bowling Club, 3 at Claremont Community Centre. New wooden accessible Ramp to Lawn Bowling Club at ESCC New soap dispensers at northern Community Centres	\$64,000	2012 Capital Account (\$40,000) (Account 5719)  And \$24,000 from Capital Account 5719.1013.6183 (carry over from 2011)
Provide skate aids for adult recreational skating.	\$1,200	2012 Current Budget (Account 2735 & 2715)
Automatic Door Openers – Waterfront washroom facilities	\$4,500	2012 Current Budget (Account 2718)
Sidewalk Installation (location to be determined)	\$150,000	2012 Capital Account (Account 5323)
<b>Total</b>	<b>\$419,700</b>	

**Year 2013**

Task	Cost	Budget Allocation
Complex Banquet Hall – washroom upgrades, new accessible toilets, counters, mirrors both men’s & women’s washrooms, and main lobby women’s washroom	\$125,000	2013 Capital Budget (Account 5731)
Design Fees for Delaney Rink, Accessible rink – sledge hockey plus new doors and entrances	\$100,000	2013 Capital Budget (Account 5735)
Lower Counter & Sinks Petticoat Community Centre, new mirrors men’s & women’s washrooms.	\$15,000	2013 Capital Account (Account 5719)
Replace Doors at Recreation Complex arena with automated sliders	\$25,000	2013 Capital Account (Account 5719)
Accessible Platform for rink viewing at Don Beer Rink #1 & #2	\$8,000	2013 Capital Account (Account 5719)
New wider benches in public change room at Recreation Complex	\$6,000	2013 Capital Account (Account 5719)
Install grab bars and new toilet paper and hand soap dispensers in northern facilities.	\$6,000	2013 Capital Account (Account 5719)
West Shore Community Centre – Renovations, washrooms, access, vestibule.	\$220,000	2013 Capital Account (Account 5719)
Sidewalk Installation at Kingston Road and Brock Road	\$580,000	2013 Capital Account (Account 5323)
<b>Total</b>	<b>\$1,085,000</b>	

**Year 2014**

Task	Cost	Budget Allocation
Replace Registration/Permit Counter at Recreation Complex.	\$130,000	2014 Capital Budget (Account 5719)
Claremont Community Centre – washroom renovations to accessible standards.	\$90,000	2014 Capital Budget (Account 5719)
Sidewalk Installation at Kingston Road and Liverpool Road	\$530,000	2014 Capital Account (Account 5323)
<b>Total</b>	<b>\$750,000</b>	

**Year 2015**

Task	Cost	Budget Allocation
Replace Reception Counter at Recreation Complex.	\$120,000	2015 Capital Budget (Account 5731)
Northern facilities, ramp at greenwood, automatic doors and lower level washroom renovations.	\$120,000	2015 Capital Budget (Account 5719)
Sidewalk Installation at Kingston Road and Whites Road	\$700,000	2015 Capital Budget (Account 5323)
<b>Total</b>	<b>\$940,000</b>	



**Year 2016**

Task	Cost	Budget Allocation
Redevelopment of Don Beer Reception area – accessible counter and new furnishings.	\$250,000	2016 Capital Budget (Account to be determined)
Civic Complex – Auto flush toilets, faucets in facilities, partitions, fire alarm system complex, Mirrors, grab bars, automatic door replacement civic, additional automatic doors north entrance civic. City hall information centre accessible reception counter.	\$150,000	2016 Capital Budget (Account 5719)
Elevator for Greenwood CC.	\$250,000	2016 Capital Budget (Account 5719)
Sidewalk Installation (location to be determined)	To be determined	2016 Capital Budget (Account 5323)
<b>Total</b>	<b>\$650,000+</b>	

**Section 7: Monitoring Progress**

The core working group will complete an annual review of the plan and make that review available to the public and the Pickering Accessibility Advisory Committee.